OFFICER TRAINING COMMAND

PENSACOLA



Command Brief for the Officer's Board of Advisors (OBOA)

February 2004

Captain John Nawrocki Commanding Officer



OTC Pensacola



Mission Statement

To develop civilians, enlisted and newly commissioned personnel morally, mentally and physically and imbue them with the highest ideals of honor, courage and commitment, in order to prepare graduates for service in the fleet as **Naval Officers**

OTC Pensacola



Vision Statement

- Provide premier education and training by using the most dynamic learning and development processes.
- Cultivate a culture of personal and professional growth for life long learning, training and service.
- Develop a highly qualified, skilled and motivated staff to support, instruct, mentor and lead.
- Use best practices by conducting analysis and sharing ideas within and outside the command.
- Anticipate and respond to emerging training needs to meet fleet requirements.

OTC Pensacola



Guiding Principles

- **✓** Honor!
- **✓** Courage!
- **✓** Commitment!

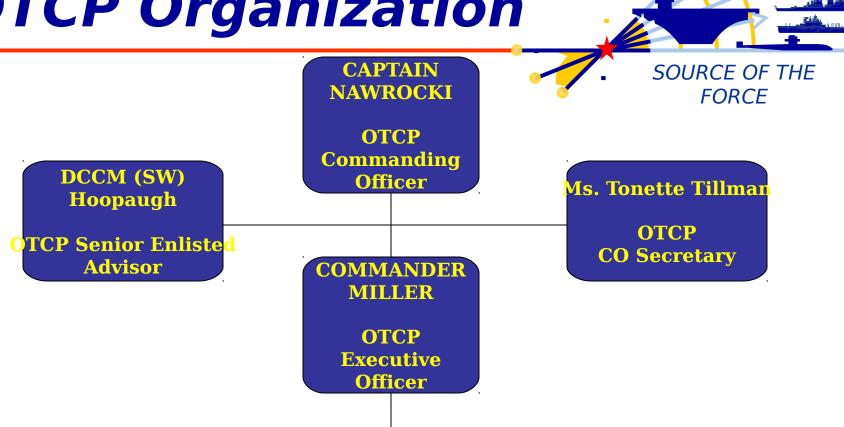


ORGANIZATION CHART



OFFICER TRAINING COMMAND PENSACOLA

OTCP Organization



OFFICER CANDIDATE SCHOOL (OCS)

LIMITED DUTY OFFICER CHIEF WARRANT OFFICER INDOCTRINATION COURSE (LDO/CWO)

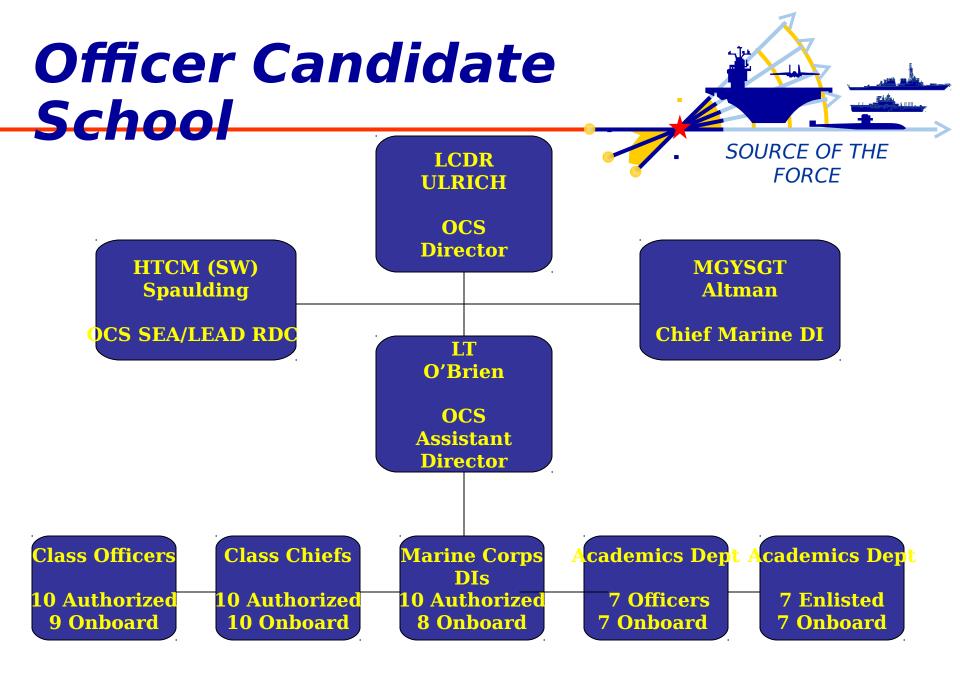
DIRECT COMMISSION OFFICERS INDOCTRINATION **COURSE** (DCO)



OFFICER CANDIDATE SCHOOL



OFFICER TRAINING COMMAND PENSACOLA





Course Information

- •General Description: Prepare members to become commissioned officers by providing basic knowledge of the Naval profession and its related military, academic and nautical subjects
- Course Length: 13 weeks
- 520 of Hours Instruction
- •25 Lab Hours / 360 Classroom Hours/135 Other Training

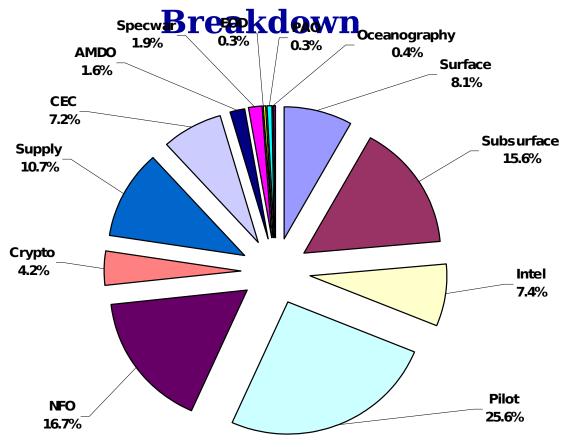


Course Information (Continued)

- Average Class Size: 54 (max), 43 (avg)
- Class Convening per year: 50 (max), 24-26 (avg)
- Throughput:
 - Students trained per year: 978 FY03
 - Projected Future Student Population: 720 projected average for FY04-FY11
 - Source of the force: 88% off the street, 12
 % fleet input



Officer Candidate School (OCS) Customer





- Major evolutions or capstone events
 - Damage Control Wet trainer
 - 4th Week Room, Locker and Personnel inspection
 - 6th Week Personnel Inspection
 - Seamanship Yard Patrol Craft Lab
 - 7th Week Military Drill Competition
 - Navigation Yard Patrol Craft Lab
 - 9th Week Room, Locker and Personnel inspection
 - 10th Week personnel Inspection
 - 12th Week Advanced Ship handling/Navigation Lab

OCS Outline of Instruction

NAVAL LEADERSHIP(NL)

- NL1 Ethical/Moral Leadership
- NL2 Introduction to Leadership
- NL3 Introduction to Division Admin
- NL5 Personal introductions
- NL6 Planning, Delegation and Problem solving
- NL7 Morale, Influence and Power
- NL8 Prof writing and Communication skills
- NL9 Oral Presentations
- NL13 Stress management
- NL14 Peer Evaluations and Table top exercise
- NL15 Counseling Skills
- NL16 LDO/CWO Mentoring
- NL17 Turnover brief
- NL18 Oath of Office
- NL19 Officer Candidate Phase
- NL20 Career Management



Time: 76HRS

OCS Outline of Instruction

• UNIT 2.0 NAVAL HISTORY (NH) 21HRS

FOI	RCE
	Time:

SOURCE OF THE

-	2.1	Introduction/revolutionary war to civil war
-	2.2	Civil war through Spanish-American war
-	2.3	Post Spanish-American war through world war I
-	2.4 (Europe)	Post world war I through world war II
-	2.5	World war II (Pacific)
-	2.6	Post world war II through the Korean war
-	2.7	Post Korean war through Vietnam war
-	2.8	Post Vietnam war through current events
-	2.9	Sea power/maritime strategy

OCS Outline of Instruction

UNIT 3.0 NAVIGATION (NV)

- 3.1	Introduction to	navigation
-------	-----------------	------------

- 3.2 Chart Interpretation

- 3.3 Dead reckoning

- 3.4 Compasses

- 3.5 Aids to Navigation (Day)

- 3.6 Aids to Navigation (Night)

- 3.7 Elements of piloting

- 3.8 Current Sailing

- 3.9 Piloting worksheet #1

- 3.10 Rules of the Road

- 3.11 Lights and day shapes

- 3.12 Reduced visibility and special circumstances

- 3.13 Electronic Navigation

- 3.14 Anchoring

- 3.15 Piloting worksheet #2

- 3.16 Navigation Practical (YP-2)

Time: 35HRS

OCS Outline of Instruction

UNIT 4.0 SEAMANSHIP (SN)

- 4.1	Shipboard watch	organization
-------	-----------------	--------------

4.2 Surface ship operations

4.3 Marlinspike Seamanship, mooring and anchoring

4.4 Deck seamanship and rigging

- 4.5 Shipboard etiquette, customs and ceremonies

- 4.6 Underway replenishment

- 4.7 Small boat operations

4.8 Basic ship handling

4.9 Standard commands and man overboard

- 4.10 Visual communications

- 4.11 Radio-Telephone procedures

- 4.12 Introduction to maneuvering boards

4.13 relative plot/speed triangle

4.14 Tracking and stationing

- 4.15 True and desired wind

4.16 Maneuvering board practice

- 4.17 Seamanship Practical (YP-1)

Time: 37HRS

OCS Outline of Instruction

• UNIT5.0 DAMAGE CONTROL (DC) 24HRS

	RCE OF FORCE	

-	5.1	Ships construction
-	5.2	Damage control organization
-	5.3	Preparation for effective damage control
-	5.4	Fire chemistry and extinguishing agents
-	5.5	Shipboard firefighting equipment
-	5.6	Safety equipment/OBA training
-	5.7	Practical firefighting and dewatering
-	5.8	repair of structural damage
-	5.9	CBR defense
_	5.10	DC Lab (Wet trainer)



•	UNIT7.0	NAVAL A	IDMINIS	TRATION	(NA)
---	---------	---------	----------------	----------------	------

- 7.1 Officer community designators and functions
- 7.2 Classified information
- 7.3 Naval correspondence and directives
- 7.4 Naval message drafting
- 7.5 Introduction to training
- 7.6 Introduction to maintenance and material management (3M)
- 7.7 Enlisted field service/medical and dental records
- 7.8 Officer/Senior enlisted fitness reports and junior enlisted evaluations
- 7.9 Enlisted advancement
- 7.10 Pay, allowances and benefits
- 7.11 Personnel management

SOURCE OF THE

Time: 21HRS

OCS Outline of Instruction

• UNIT 8.0 MILITARY LAW (ML) 12HRS



In	n	י ב

-	8.1	Introduction to the military justice system
-	8.2 pretrial	Charge initiation and referral, apprehension and restraint
-	8.3	Search and seizure
-	8.4	Preliminary inquiry and rights of the accused
-	8.5	Non-judicial punishment
-	8.6	Courts-martial
-	8.7	JAG investigations
-	8.8	Navy legal service office brief (NLSO)

OCS Outline of Instruction

UNIT 9.0 NAVAL WARFARE (NW)

-	9.1	Missions and Organizations of U.S. Armed forces
-	9.2	The Navy organization
-	9.3	Joint and navy organizations (Operational) command and Control
-	9.4	Shipboard Organization
-	9.5	Shipboard watch and force warfare organization
-	9.6	Ships and Aircraft of the U.S. Navy
-	9.7	Command, Control, Communication, Computers, Intelligence, Search & reconnaissance
-	9.8	Weapon system
_	9.9	Undersea warfare

_	9.10	Combat logistics force
_	9.11	Amphibious warfare
-	9.12	Strike warfare
-	9.13	Electronic warfare

-	9.14	Surface	warfare

- 9.16 Expeditionary and special warfare

Air warfare

- 9.17 The threat

9.15

SOURCE OF THE FORCE

Time: 22HRS

OCS Outline of Instruction

- UNIT 11.0 ENGINEERING (EN) 15HRS
 - 11.1 Engineering fundamentals
 - 11.2 Diesel propulsion
 - 11.3 Gas turbine propulsion
 - 11.4 Basic steam cycle
 - 11.5 Nuclear propulsion
 - 11.6 Hydraulic systems theory
 - 11.7 Evaporating plant theory
 - 11.8 Air conditioning and refrigeration
 - 11.9 Basic electrical theory
 - 11.10 Basic electrical distribution



Time:

OCS Outline of Instruction

- MISC TRAINING AND BRIEFS
 - OCS Standards
 - Galley Procedures
 - Safety Intro Brief
 - Chaplain Indoc/Suicide Awareness
 - Injury prevention
 - PSD Brief #1
 - CO's Welcome Aboard
 - Uniform Issue
 - Directors Brief
 - Tricare Brief
 - Standards and Motivation
 - Outpost
 - Core values
 - Rifle/Bag issue
 - Academic Standards
 - Uniform requirements
 - CO's Brief
 - NEX Brief



OCS Outline of Instruction

MISC TRAINING AND BRIEFS (Cont)

- NOMI Medical Screening/Testing
- Perf Psych 1
- Perf Psych 2
- Perf Psych 3
- Perf Psych 4
- Nutrition
- Aids Brief
- Uniform ordering
- Uniform fitting
- HR programs
- Safety Programs
- Personal financial management
- Right Spirit brief
- Dinning out brief
- Introduction to Navy Knowledge Online (NKO)
- Inoculations #1
- Recognition/Personal excellence
- Senior Officer briefs
- Designator briefs



OCS Outline of Instruction

- MISC TRAINING AND BRIEFS (Cont)
 - PCS Brief
 - Survivor Benefits Brief
 - API Brief
 - Inoculations #2
 - Service Etiquette
 - PSD Brief #2
 - Sea power 21 Brief
 - Antiterrorism
 - Directors brief
 - Housing Brief
 - Change of Command
 - Chapel Brief
 - CO's Parade Brief
 - Off Seas Uniform Insp
 - Graduation checkout brief
 - Commissioning/Checkout



OCS Outline of Instruction

OTHER TRAINING

Military Drills Time: 50HRS

Swim Practice/Testing
 Time: 22HRS

Personnel Inspection/Preparation Time: 37HRS

- Obstacle course Time: 2HRS

Pistol Qualifications Time: 8HRS

- Leadership Development Course Time:

10HRS

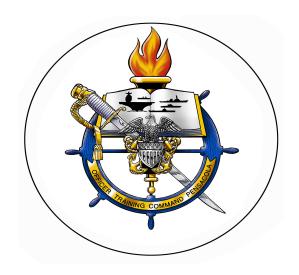
- CPR/First Aid Time: 6HRS

SOURCE OF THE FORCE

OTCP Programs



DIRECT COMMISSIONED OFFICERS INDOCTRINATION COURSE



OFFICER TRAINING COMMAND PENSACOLA

DCO Organization Chart



ICDR DUNN

DCO Director

INSTRUCTOR

1 Authorized
1 Onboard



Course Information

- •General Description: Assists newly commissioned <u>Selected Reserve Officers</u> with their transition into the naval officer community
- •Students are from varying line and staff corps communities
- Course Length: 2 weeks
 - 100 Hours of Instruction
 - 24 Lab Hours / 76 Classroom Hours



Course Information (Continued)

- 30 Officers (35 max)
- 14 classes per year
- 490 students max annual output
- Highlights include the recent introduction of increased military training, web-based training, DCOIC Battle Stations, increased horizontal integration between the OCS, LDO/CWO Course and the DCOIC.



WHERE DO THEY GO?

Upon successful completion, these graduates return to their respective Naval Reserve Centers and continue to train towards readiness in anticipation of active duty mobilization.

- SOURCE OF THE
- Major evolutions or capstone events
 - Battle stations
 - Conducted day prior to graduation
 - •Includes the following events:
 - Damage Control Wet Trainer
 - Leadership Development Course
 - Yard Patrol (YP) underway period
 - LDO/CWO mentorship
 - Role playing

DCO Outline of Instruction

HRS

- UNIT 1.0 INTRODUCTION/COURSE ASSESSMENT (INT) Time: 8
 - INT-1 Introduction
 - INT-2 Personnel Support Detachment Liaison
 - INT-3 Course Assessment
- UNIT 2.0 MILITARY INDOCTRINATION (IND)
 - IND-1 Naval Customs/Courtesies
 - IND-2 U.S. Armed Forces Pay Grade Structure
 - IND-3 Officer Categories
 - IND-4 Navy Officer Uniforms
 - IND-5 Inspection
 - IND-6 Formation
 - IND-7 Squad Drill
 - IND-8 Small Arms Familiarization
 - IND-9 3rd Class Swim Qualification



SOURCE OF THE

FORCE

Time: 30 HRS

DCO Outline of Instruction

- UNIT 2.0 (CONTINUED)
 - IND-10 Navy Safety Programs
 - IND-11 Basic Shipboard Safety
 - IND-12 Stress Management and Suicide Prevention
 - IND-13 DON Policy on AIDS, Substance Abuse, Homosexuality,
 Physical Readiness and Equal Opportunity Programs
 - IND-14 Policy on Sexual Harassment
 - IND-15 Policy on Fraternization
 - IND-16 Pay/Allowances/Benefits
 - IND-17 Education and Training Programs
 - IND-18 Naval Reserve Training, Administration, and Organization
- UNIT 3.0 NAVAL LEADERSHIP (NLD) Time: 8 HRS
 - NLD-1 Qualities of a Naval Officer and Standards of Conduct
 - NLD-2 Division Officers Responsibilities
 - NLD-3 Navy Core Values
 - NLD-4 Leadership Techniques



DCO Outline of Instruction

- UNIT 4.0 MILITARY ORG AND STRATEGY (MOS) Time: 10 HRS
 - MOS-1 History of Sea Power
 - MOS-2 National Security Organization
 - MOS-3 Fleet Administrative Organization
 - MOS-4 Department of the Navy
 - MOS-5 Shipboard Organization
 - MOS-6 U.S. Defense Strategy
 - MOS-7 U.S. Maritime Strategy
 - MOS-8 Intelligence Collection, Operations Security, Communication Security, and

Terrorism

- UNIT 5.0 MILITARY LAW (LAW) Time: 4 HRS
 - LAW-1 Indoctrination to Military Law
 - LAW-2 Search and Seizure
 - LAW-3 Courts-Martial
 - LAW-4 Administrative Separations



SOURCE OF THE FORCE

DCO Outline of Instruction

- UNIT 6.0 MILITARY ORG AND STRATEGY (MOS)
 - ADM-1 Naval Correspondence
 - ADM-2 Directives
 - ADM-3 Naval Messages
 - ADM-4 Fitness/Evaluation Reports
 - ADM-5 Classified Information
 - ADM-6 Service Records
 - ADM-7 Officer' Order Process
 - ADM-8 Officer Promotion and Selection
 - ADM-9 Enlisted Advancement System



Time: 16 HRS



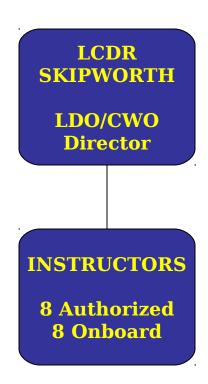
LIMITED DUTY OFFICER/CHIEF WARRANT OFFICER INDOCTRINATION COURSE



OFFICER TRAINING COMMAND PENSACOLA

LDO/CWO Organization Chart







Course Information

- General Description: Originally established in the early 1960's to assist newly commissioned Limited Duty Officers (LDO) and Chief Warrant Officers (CWO) with the transition from enlisted into the naval officer community by developing fundamental skills in sound leadership, communications, and administration required to become an effective and efficient naval officer.
- Course Length: 5 weeks
 - 219 of Hours Instruction
 - 163 Classroom Hours / 40 Lab Hours /16 Examination and Review Hours
 - Average Class Size: 25
 - Class Convening per year: 20-25 per year
 - Throughput: **450-600**



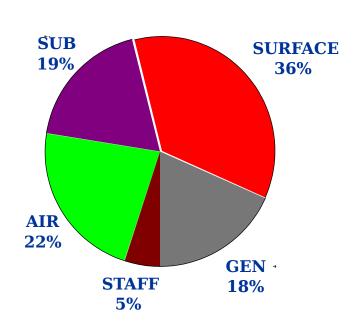
Course Information (Continued) Continued

- Projected Future Student Population: 550 based on 10 year historical average
- Course Highlights
 - LDO/CWO students participate in mentoring and role playing with OCS and DCO students (Experiential Training)
 - Implemented Leadership Development Course emphasizing sound leadership practices, teamwork and effective communications
 - Three state of the art Advance Electronic Classrooms, leveraging technology for the adult learner

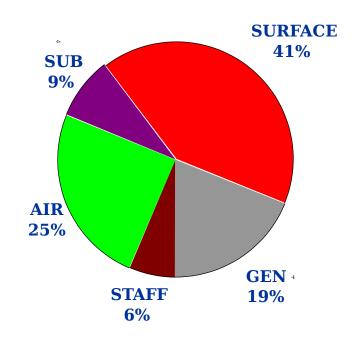




CWO



LDO



LDO Designators



SURFACE

AVIATION

611X DECK 630X AVIATOR (Phasing out)

612X OPS 631X DECK

613X ENGR/REPAIR 632X OPERATIONS

615X SPEC WAR 633X MAINTENANCE

616X ORDNANCE 636X ORDNANCE

618X ELECTRONICS 638X AVIONICS

6369X AIR TRAFFIC CONTROL

SUBMARINE

GENERAL SERIES

621X DECK 629X COMM 640X NUC PWR 645X INTEL

623X ENG 641X ADMIN 646X OCEANO

626X ORD 642X INFO SYS 647X PHOTO

628X ELECT 643X BAND 648X EOD

644X CRYPTO 649X SEC

STAFF CORPS

651X SUPPLY* * Attends 25 weeks of Naval Supply Corps School, 653X CIVIL ENGINEER CORPS Athens. GA

655X LAW

CWO Designators

SOURCE OF THE FORCE

SURFACE SUBMARINE

711X BOATSWAIN 720X DIVER

712X OPERATIONS 721X BOATSWAIN

713X ENGINEER TECH 723X ENGINEER TECH

714X REPAIR TECH 726X ORDNANCE TECH

715X SPECIAL WARFARE 728X ELECTRONICS TECH

716X ORDNANCE <u>GENERAL SERIES</u>

717X SW COMBATANT-CRAFT 740X NUCLEAR POWER

CREWMAN 741X ADMIN ASST

718X ELECTRONICS 742X INFORMATION SYSTEMS

744X CRYTP TECH

AVIATION 745X INTEL

731X DECK 748X EOD TECH

732X OPERATIONS 749X PHYS SEC

734X MAINTENANCE 747X PHOTO (Phase Out)

736X ORDNANCE STAFF CORPS

738X AVIONICS 752X FOOD SERVICE *

* Attends 25 weeks of Naval Supply 751X SUPPLY *

Corps School, Athens. GA 753X CIVIL ENGINEER CORPS



- •Major Evolutions or Capstone Events
 - Leadership Development Course (LDC)
 - Mentorship with DCO/OCS via role plays
 - Commanding Officer Sea Power 21 and CO Afloat expectations.
 - Small Arms Training

SOURCE OF THE FORCE

LDO/CWO Leadership Outline of Instruction

- UNIT 1.0 INTRODUCTION/COURSE ASSESSMENT (INT) Time: 2HRS
 - INT-1 Course Introduction
- UNIT 2.0 Foundations of Leadership 18.5HRS

- Time:
- IND-1 Sea Power 21/Deployment of U.S. Policy Leadership
- IND-2 Foundations of Leadership18
- IND-3 Responsibility, Authority, and Accountability
- IND-4 Core Value and Ethics
- IND-5 Management of Teams
- IND-6 Change
- IND-7 Squad Drill
- IND-8 Leadership Models
- IND-9 Systems Theory

LDO/CWO Leadership Outline of Instruction



Time: 11.5HRS

- UNIT 3.0 Communications 10.5HRS
 - IND-1 Communications Concepts
 - IND-2 Professional Communication
 - IND-4 Situational Communications
 - IND-3 Oral Communication
 - IND-5 Interpersonal Relationships
- UNIT 4.0 Subordinate Development
 - IND-1 Motivation
 - IND-2 Delegation
 - IND-3 Evaluation and Counseling
 - IND-4 Recognition
 - IND-5 Personal and Professional Development
 - IND-6 Mentoring

LDO/CWO Leadership Outline of Instruction

- SOURCE OF THE FORCE
- UNIT 5.0 Managing Systems and Processes Time: 19.5HRS
 - IND-1 Planning
 - IND-2 Resource Management
 - IND-3 Quality
 - IND-4 Process Management
 - IND-5 Process Improvement
- UNIT 6.0 Command Environment 6.0HRS

- IND-1 Developing Command Unity
- IND-2 Quality of Life
- IND-3 Customs, Traditions, Honors, and Ceremonies
- IND-4 Command Climate
- UNIT 7.0 Decision Making Time: 5.5HR

LDO/CWO Leadership Outline of Instruction

- SOURCE OF THE FORCE
- UNIT 7.0 Decision Making (continued)
 - IND-2 Stress Management
 - IND-3 Risk Management
 - IND-3 Oral Communication
 - IND-4 Situational Communications
 - IND-5 Interpersonal Relationships
- UNIT 8.0 Combat/Crisis Leadership Time: 3.0HRS
 - IND-1 Combat/Crisis Leadership
- Leadership Development Course Time 3.0HRS
- DCO/OCS Mentoring Time 3.0HRS
- NKO Training Time 1.0 HRS

LDO/CWO Indoctrination Outline of Instruction

- SOURCE OF THE FORCE
- UNIT 1.0 Introduction/Course Assessment/Graduation Time: 3.0HRS
 - INT-1 Course Introduction
 - INT-2 Course Assessment
- UNIT 2.0 Division Officer Responsibilities Time: 26.5HRS
 - IND-1 Career Management
 - IND-2 Special Trust and Confidence
 - IND-3 HIV/AIDS Awareness and Policy
 - IND-4 Educational Opportunities
 - IND-5 Reassignment for Humanitarian Reasons
 - IND-6 Duties and Responsibilities of Watch Officers
 - IND-7 Small Boat Operations
 - IND-8 The Division Officer's Role in Shipboard Damage Control
 - IND-9 Manpower Management
 - IND-10 Financial Counseling/Management
 - IND-11 Division Turnover/Relieving Letter
 - IND-12 Personal Awards





- UNIT 3.0 Organization and Defense Strategies 13.0HRS
 - IND-1 National Security Organization
 - IND-2 Fleet Administrative Organization
 - IND-3 Department of the Navy
 - IND-4 Shipboard Organization
 - IND-5 U.S. Defense Strategy
 - IND-6 U.S. Maritime Strategy
 - IND-7 Naval Warfare Doctrine
 - IND-9 Intelligence Collection and Operations Security
 - IND-8 Mine Warfare
- UNIT 4.0 Law
 - IND-1 Sources of Military Law
 - IND-2 Apprehension/Pretrial Restraint Initiation/Preferral
 - IND-3 Report Chit Routing/Preliminary Inquiry/Rights of the Accused
 - IND-4 Search and Seizure
 - IND-5 Executive Officer Interview/Captain's Mast
 - IND-6 Courts-Martial

Time:

Time: 11.0HRS

LDO/CWO Indoctrination Outline of Instruction

SOURCE OF THE FORCE

- UNIT 4.0 Law (Continued)
 - IND-7 Judge Advocate General Investigations (JAG)
 - IND-8 Administrative Discharges
 - IND-9 Law of Armed Conflict, Geneva Convention, Rules of Engagement, and

Code of Conduct

UNIT 5.0 Naval Administration 12.0HRS

- IND-1 Naval Correspondence
- IND-2 Directives
- IND-3 Naval Messages
- IND-4 Fitness/Evaluation Reports
- IND-5 Classified Information
- IND-6 Service Records
- IND-7 Officers' Orders Process
- IND-8 Officer Selection and Promotion
- IND-9 Pay and Allowance
- IND-10 Survivors' Benefits

LDO/CWO Indoctrination Outline of Instruction

- UNIT 6.0 Written Communications 25.0HRS
 - IND-1 The Writing Process
 - IND-2 Parts of Speech
 - IND-3 Parts of a Sentence
 - IND-4 Phrases and Clauses
 - IND-5 Subject/Verb Agreement
 - IND-6 Use of Pronouns
 - IND-7 Form/Use of Verbs
 - IND-8 Use of Modifiers
 - IND-9 Placement of Modifiers
 - IND-10 Clear Reference
 - IND-11 Parallel Structure
 - IND-12 Punctuation



SOURCE OF THE FORCE

LDO/CWO Indoctrination Outline of Instruction

- UNIT 7.0 Standard First Aid/CPR
 - IND-1 Introduction/Recognizing Emergencies/Protecting Yourself/ Before Providing Care
 - IND-2 Prioritizing Care
 - IND-3 Breathing Emergencies
 - IND-4 Cardiac Emergencies/Sudden Illness
 - IND-5 Wounds/Injuries to Muscles, Bones, and Joints
 - IND-6 Heat and Cold-Related Emergencies/Review, Written Examination, and Closing
- UNIT 8.0 Oral Communications
 - IND-1 Speech Preparation and presentations
- UNIT 9.0 Military Orientation 7.0HRS
 - IND-1 Inspection
 - IND-2 Sword Drill
 - IND-3 Service Etiquette

Time:

Time: 9.0HRS

Time: 5.0HRS

LDO/CWO Indoctrination Outline of Instruction



 UNIT 10.0 Physical Readiness Training 18.0HRS Time:

- IND-1 Warm-Up/Stretching, Physical Readiness Test/Conditioning
 Program/Cool Down
- CO Afloat Expectations HRS

Time: 1.0

 Small Arms Training HRS **Time: 5.0**



THE END QUESTIONS?



OFFICER TRAINING COMMAND PENSACOLA